

Bargaining Unit 10
Fire Management
International Association of Firefighters A.F.L.C.I.O.
Fresno City Firefighters Association Local No. 753 (IAFF)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2011: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$985.00 City Contributes \$788.00 Employee Contributes \$197.00
Retirement *	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired <u>after</u> 8/27/90 City contribution = 20.98% Employee contribution = 9.00% (40% @50 w/20 yrs.) DROP City picks up 2% of employee contribution
Life Insurance	1 x Annual salary rounded to nearest thousandth (\$150,000 Maximum)
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	13 hours per month = 6.5 shifts per year (working shift = 24 hours)
Vacation	24 hours per month
Sick Leave (Available after 1 month)	12 hours per month
Family Sick Leave	Up to 72 hours of accrued sick leave per fiscal year
Administrative Leave	Battalion Chiefs: 72 hours per fiscal year Deputy Chiefs: 90 hours per fiscal year Fire Chief may grant up to an additional 32 hours per fiscal See MOU for cash out policy
Uniform Allowance	\$840 per year
Bilingual	\$100 per month
Workers' Compensation	100% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Net rate for City is 23.94%= partially offset by surplus investment earnings Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service	Net rate for C Safety/Fire T Safety/Fire T
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